

INSTITUTIONAL DEVELOPMENT PLAN



**GOVT. POST GRADUATE NEHRU COLLEGE,
JHAJJAR (HARYANA)**

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INTRODUCTION

The Institutional Development Plan (IDP) is basically a 15-year road map of an educational institution based on present strengths and weaknesses, predicting the future standards, goals and targets. IDP is the vision document of education which assists in achieving academic quality and excellence. Overcoming resource constraints and managing of resources by focusing on optimum use will be essential to cope with any future situation and standards. The IDP helps in increasing the Gross Enrolment Rate of Higher Education. The basic objective of the Institutional Development Plan is to make students successful citizens by improving the quality and infrastructure of educational institutions. The Institutional Development Plan of Government Postgraduate Nehru College Jhajjar for the next 15 years, has been prepared considering the following key points:

1. SWOC analysis of the college
2. Vision and Mission of the college
3. Guideline of NEP, 2020.
4. Suggestions of the:
 - i) IQAC
 - ii) NEP
 - iii) Different Committees/Cells and Wings of the College

About the College

Govt. Post Graduate Nehru College is a premier educational institution located in Jhajjar district of Haryana. People of this region comprising soldiers and freedom fighters were great admirers of Mahatma Gandhi who laid the foundation stone Vaish School at Rohtak financed by Chajju mal of village Beri, which is just 15 Kms away from this college. Since the members of the JES had this knowledge, they invited Rao Virender Singh, the Revenue Minister of the then Greater Punjab Province to hollow out the earth to lay the foundation stone of the institution on the auspicious occasion of Mahatma Gandhi's 89th Birth Anniversary on 2nd October 1958. We never forget Gandhi and his inspiring words to quest for disciplinary truth and fight against ignorance in the vision of institutions like ours.

On being inspired by the visionary plans of our First Prime minister Pt. Jawaharlal Nehru for the growth of institutions of learning, his advocacy for education of youth and children with mass village enrolment, the members of the JES met together and decided to honour his vision by inviting him for the laying of the corner stone of this unnamed college in his name. They received not only a positive response but also his presence on the great historic event of the region on 7th December 1958 for its foundation.

Though the Foundation stone of the College was laid on Flag Day of India by Pt. Jawahar Lal Nehru, on December 7, 1958 and he addressed the gathering with great zeal but the crowd passionately demanded and insisted that the nomenclature be set after his name. Though he politely denied the proposal but the crowd insisted again and again till he yielded before the loving crowd and agreed that it would be named as Jawaharlal Nehru College, Jhajjar. Uniqueness of this college lies in a fact that it is the First institution named after the then living icon of India. Though Nehru enjoyed an iconic status for the development of world class educational institutions such as IIT, AIIMS, IIM etc but this college never ceases to commemorate as the first institution named during at the instance that the villagers in no one's name but in his and people waited for its completion and inauguration.

After the completion of few buildings, negotiations related to its nomenclature and inauguration continued not only at Jhajjar but also at the residence of the Prime Minister in New Delhi. As Nehru remained busy with Che Guevara's (Left) official visit to accept message from Fiedel Castro in July 1959 and other affairs of national importance, Mrs Indira Gandhi, the President of Indian National Congress, consulted her father and willingly gave her consent to reach Jhajjar for the inauguration of the college.

Smt. Indira Gandhi inaugurated the institution on July 2, 1959 in the presence of the Office bearers and Members of the JES including Ch. Ranveer Singh Hooda, a member of the drafting committee of Indian Constitution and late father of Ch. Bhupender Singh Hooda, the present Chief Minister of Haryana.

The management of JES signed a deed and handed over the governance of the Nehru College to the Govt. of Joint Punjab on 1st October 1963 and then from 1st November 1966, its governance automatically came into the hands of the Govt. of Haryana.

Earlier it was affiliated to Punjab University, Chandigarh, then with Kurukeshetra University, Kurukushetra and finally with M.D. University, Rohtak. The college has been imparting

education as per curriculum provided by M.D. University, Rohtak and also incorporating its innovations to keep pace with the new knowledge contents and social commitments.

As there were no institution of higher learning, Nehru College became the centre of first choice of the students of the local villages and township to peruse well-disciplined dynamic, innovative, and student-cantered post-secondary education in this region. Since 1966, the Govt. Nehru College has been enriching its students and its community by providing a comprehensive array of high-quality courses and programmes that foster student learning and success in the attainment of academic degrees and improvement of basic skills and development of talents and lifelong learning to serve the community and the nation.

Vision

➤ To create an educational ecosystem of quality knowledge and optimum development of human resource for national and global requirement through all round development of the students.

Mission

➤ Advocating and adjusting a curriculum to inject skills, knowledge, attitude and human psychology based on equity principles.

Strength, Weakness, Opportunity and Challenges (SWOC)

➤ Institutional Strength

- Good infrastructure
- Located amidst greeneries with pollution free environment
- Clubs for developing of hobbies.
- Students' responsive flexible education system.
- Dedicative Teaching and Non-teaching Staff
- Co-education
- Well Equipped Library
- Well-Equipped Games and Sports, Gymnasium

➤ Institutional Weakness

- Limited teaching and non-teaching staff.
- Heavy workload
- Digital divide

- Less numbers of publications
- Limited E-Resources
- Limited Research activities

➤ **Institutional Opportunity**

- Scope for innovation and E-learning
- Strengthening of skills: problem-solving and critical thinking
- Eco-friendly environment
- Gender neutrality
- Prospect for reducing digital gap
- Expansion of ICT Enabled Classrooms
- Solar energy plant, Water-harvesting plant, etc. can also be developed
- Scope to enhance employability
- Flexible academic environment to implement NEP
- Scope for introduction of more skill enhancement courses

➤ **Institutional Challenge**

- Promoting research culture among the faculty and students
- Digital divide
- Disadvantageous economic condition of students
- High drop-out rate
- Consultancy activities
- Establishing linkage with industries

STRATEGIC PLAN FOR NEXT 15 YEARS

A. PLAN FOR ENABLING EFFECTIVE GOVERNANCE:

Effective governance is essential for the success and sustainability of any institution. It ensures transparency, accountability, and efficient management of resources, fostering trust among stakeholders. Good governance practices promote strategic decision-making, enhance institutional performance, and support the achievement of educational objectives. By involving diverse stakeholders in decision-making processes and maintaining clear communication channels, effective governance creates a collaborative environment that drives continuous improvement and innovation. Ultimately, it lays the foundation for a resilient and thriving educational community. Considering its importance the college plans as follows for the next 15 years.

Short-Term Plan	
Particulars	Stipulated Time Frame
1) Strengthen Governance Structures: <ul style="list-style-type: none">• Ensure the inclusion of diverse stakeholders in decision-making processes.	Timely
2) Implement Feedback Mechanisms: <ul style="list-style-type: none">• Create robust feedback systems for students, faculty, and staff.• Conduct surveys and organize focus groups to gather input on governance and institutional policies.	Yearly
3) Capacity Building for Faculty and Staff: <ul style="list-style-type: none">• Organize training programs and workshops on governance, leadership and management skills.• Encourage participation in faculty development programs.	Timely
4) Upgrade ICT Infrastructure: <ul style="list-style-type: none">• Ensure regular updates and maintenance of the college website.	2024-25
Long-Term Plan	
1) Conduct periodic strategic planning sessions involving all stakeholders.	Timely
2) Adapt and innovate based on feedback and changing educational landscapes.	Timely

SOURCES OF FUNDING	
Sr. No.	Particulars
1	Student fees or Refunds of Fee Waive Scheme
2	Government funding
3	Funding from various agencies such as the University Grants Commission (UGC) and Rashtriya Uchchatar Shiksha Abhiyan (RUSA).
4	Targeted fund-raising campaigns and public contributions through establishing partnerships with local businesses and alumni
5	Public donations

B. ROADMAP TO HOLISTIC DEVELOPMENT AND FUTURE-READY EDUCATION

The institution is committed to ensure the holistic development of students through multidisciplinary courses and specialized training, in alignment with the proper implementation of NEP 2020. While the institution follows the curriculum provided by Maharishi Dayanand University Rohtak. Based on the students' need in modern age, along with mission and vision of the college, it has outlined the following goals to achieve over the next 15 years:

Short-Term Plan	
Particulars	Stipulated Time Frame
1) Ensure internships opportunities for students in line with NEP	2025-2026
2) Ensure alignment with the objectives of NEP 2020 to meet national educational standards.	2025-2026
3) Career guidance for students	Timely
Long-Term Plan	
1) Integration of ICTs in all classrooms	2025-2034
2) Strengthen collaborations with industry and academia to enhance the educational experience	2025-2034

C. PLAN FOR ENABLING EFFECTIVE RESEARCH, AND INTELLECTUAL PROPERTY.

Fostering a strong research culture and promoting intellectual property awareness are essential for academic growth. The college is dedicated to enhancing research capabilities and supporting innovation through a series of strategic initiatives. This plan includes organizing seminars, workshops, and conferences, encouraging faculty and student participation in these events, and promoting research publications and projects. By implementing these measures, the institution seeks to become a hub of intellectual activity and innovation.

Particulars	Stipulated Time Frame
1. Organize seminars, workshops, conferences in the college	Timely
2. Encourage participation of teachers and students in seminars, workshops and conferences.	Timely
3. Encourage research publications and projects from the faculties	Timely
4. Encourage the faculty members to pursue PhD and other research works.	Timely

D. ROADMAP TO STRENGTHEN HUMAN RESOURCES

Various initiatives are being undertaken to knowledge up-gradation by way of FDP, STC etc., various other practices are followed for faculty improvement and, thereby, achieving enhancement of teaching learning process. Faculty of the institute engage themselves in various activities to steadily improve teaching and learning over time. The following roadmap will be followed to strengthen human resources in the college:

Particulars	Stipulated Time Frame
1) Strengthen library, E-Resources and Reading room facility	Timely
2) Ensure faculty's library visit hours	Yearly
3) Analyse student assessment data to identify trends in student performance and problems to be remedied by changing teaching strategies, course content, and learning activities, etc.	Timely
4) Student mentoring	Timely
5) Inclusion of ICT in teaching and learning process to Create state of the art teaching learning environment	Timely
6) Organize FDP, Workshops, and trainings, participation in Seminar Conferences, etc	Timely

E. PLAN FOR ENABLING BETTER PHYSICAL FACILITIES

The institution recognizes the vital role that physical facilities play in enhancing the overall educational experience and ensuring a conducive learning environment. To support this, the college is dedicated to improving its infrastructure and facilities, aligning with modern standards and the diverse needs of its students. The following plan outlines specific initiatives designed to upgrade

and expand the physical facilities, thereby promoting a better educational and work environment for all stakeholders.

Particulars	Stipulated Time Frame
1) Increasing the use of ICT facilities in teaching-learning process and in the administration.	Timely
2) Strengthening the Book-Bank facility wherein meritorious and economically backward students are provided text books from the library.	Timely
3) Upgradation of the solar panels used in the college.	Timely

Conclusion:

The comprehensive strategic plan outlined above is designed to guide the institution through the next 15 years, ensuring robust governance, financial sustainability, holistic development, research excellence, human resource enhancement, improved physical infrastructure, and advanced digital facilities. By setting clear short-term and long-term goals, the institution aims to create a dynamic and supportive environment that fosters academic excellence, innovation, and inclusivity. By following this strategic roadmap, the institution is poised to become a leader in education, providing exceptional opportunities for students, faculty, and staff, and making significant contributions to the broader community.


Principal
Govt. Post Graduate Nehru College
Jhajjar